



Phase I – Awareness Milestone schedule

Phase I – Awareness Messaging (NOW - 7/31/08)

*** ALL DATES SUBJECT TO CHANGE**

| Release Week of | Communication Activity / Event |
|-----------------|--|
| 6/3/2008 | SPO Employee Survey (kick off) |
| 6/4/2008 | Awareness: Core messaging |
| 6/9/2008 | SPO Priority Plus Report (PPR) |
| 6/10/2008 | Word from Cash |
| 6/16/2008 | Employee Benefits message |
| 6/18/2008 | Transition T.I.P.s (Technical, Informational, and Personal) |
| 6/23/2008 | EAP message |
| 6/30/2008 | Web Update |
| 7/2/2008 | Transition T.I.P.s (Technical, Informational, and Personal) |
| 7/9/2008 | Word from Cash |
| 7/9/2008 | Monthly Message; Face2Face; SPO Staff meetings: Update Awareness |
| 7/16/2008 | Transition T.I.P.s (Technical, Informational, and Personal) |
| 7/30/2008 | Transition T.I.P.s (Technical, Informational, and Personal) |
| 7/31/2008 | Web Update |